

THE UNIVERSITY OF OKLAHOMA

STAFF SENATE

(NORMAN CAMPUS)

Wednesday, November 18, 2020

Chair Crystal Ary called the meeting to order at 1:30 p.m.

Officers present – Crystal Ary, Chair; Justin Daniels, Chair-Elect; Sarah Connelly, Immediate Past Chair; Kristi Wright, Recording Secretary

Staff present – Melissa Lane, Administrative Coordinator

Representatives present – Hourly Employees Council: Paul Box, Jessica Rossman, Tanya Miller Eager, Ross Mehl, Will O'Donnell, Karla Pitre, Joe Northcutt, David Kizer, Jen Elsner, Terri Smith, Sharrie Sanders; Informational Staff Association: Christine Young, Corey Helms, Daniel Deering, Elaine Bradshaw; Organizational Staff Council: Rhonda Hill, Steven Hanger, Jenny Lang, Julia Rouse; Administrative Staff Council: Heather Todd, Andrea Flores

Representatives absent — Hourly Employees Council: Judy Estes; Organizational Staff Council: Anjanette Pierce, Betty Love

Guests — Robin Stroud, Debra Levy Martinelli, Cathy Yeaman, Matthew Rom, Diana Fitzpatrick, Leslie Vennoch, Alexia Aston, Shannon Overstreet, Alisa West Cahill, Rusanna Hardesty, Loy Macari and Cindy Clark

ACCEPTANCE OF MINUTES OF October 21, 2020

On a motion by Paul Box, the minutes of October 21, 2020, Staff Senate meeting were accepted with the removal of duplicate name under Guests by an email majority vote.

CHAIR'S COMMUNICATIONS

Good Afternoon to you all!

For the most part, this last month has been pretty calm and quiet, which I am good with.

Monday, October 26th Justin, Sarah, Melissa, and I met with Sean Burrage and HR Staff. The meeting was to get a bit more clarification on the comp study. MercerUSA is the 3rd party vendor conducting the study, we are being compared to CUPA (College and University Personnel Association) and Culpepper. Also, because of the comp study 68 staff members were discovered to be underpaid, there will be discussions with the president's office as to the next steps for these staff. Also, we were able to discuss the disbanding of broadbands and how HR would be grouping staff in PeopleSoft. HR has informed us staff will possibly be grouped by salaries, in that case, Staff Senate will need to restructure and have a plan in place by the time PeopleSoft is implemented. The Policy Ad Hoc committee has started meeting again to work through Operating Procedures for Staff Senate.

Upcoming meetings:

Tuesday, November 24th, Justin, Sarah, Melissa, and I will be meeting with President Harroz and Sean Burrage for our monthly update.

Tuesday, December 1st, we will be meeting with HR for a touch base meeting, the agenda has yet to be set.

Are there any questions, comments, or concerns? If there are none, I want to thank each of you for your dedication to OU. Have a Happy Thanksgiving, enjoy a couple of days with family!

REPORTS FROM MEMBER GROUPS

Administrative Staff Council: President Heather Todd reported that ASC and ISA have joined forces on our meetings starting in December.

Hourly Employees Council: President Paul Box reported that the committee discussed the filling of an absent seat on HEC in group III by Meghan Warren. On new business, the Climate Survey was promoted and as a survey, only 3 out of 17 persons actually filled it out. The topic of changes in HR was spoken about in great detail. The aspect of the broadband changes was also spoken about and that any changes to the Staff Senate would be forthcoming. Changes to the Staff Senate website were discussed and ideas of changes needed to be submitted as soon as possible. Also, the Staff Professional Development Funding was discussed.

Informational Staff Association: President Christine Young reported that they did not meet the month of October due to the ice storm. ISA's next meeting is Wednesday, November 25th.

Organizational Staff Council: President Rhonda Hill reported that they discussed the staff merit form and OSC recommends that question number 3, be deleted from the form. The Operation Comfort & Joy nomination e-mail was sent out to staff on Tuesday. Staff was encouraged to submit the Staff/Administrative Climate Survey.

REPORTS OF STANDING COMMITTEES

Awards Committee: By email, Chair Liz Cooley reported that they did not meet.

Communications Committee: By email, Chair Dalton Brasington reported that they did not meet.

Staff Initiatives Committee: By email, Chair Jami Houston reported that they continue to work on our 3 proposals:

Shared Leave -working on a survey to staff about share leave

Tuition Waiver - no updates

Bereavement Leave – should have a proposal to staff senate exec by Early 2021.

Staff Week Committee: Chair Terri Smith reported that they discussed how to make Staff Week virtual, and what to include. They are working through logistics and doing research.

REPORTS OF SPECIAL AD HOC COMMITTEES

Policy Review Ad Hoc Committee: Chair Justin Daniels said that the committee met to discuss staff senate structure and senate representation following new information from Human Resources. We will need further review and discussion before making recommendations to the staff senate body.

REPORTS FROM UNIVERSITY COUNCILS, COMMITTEES, AND BOARDS

Employee Benefits Committee: Matthew Rom reported the Employee Benefits Committee has not met since the October 21, 2020, Staff Senate meeting. Activities from the October 15, 2020, Employee Benefits Committee were discussed at the October 21, 2020, Staff Senate meeting.

OTHER REPORTS

The following reports were linked to the November agenda:

Staff Senate Foundation account report \$1,285.30

Minutes of Employment Benefits Committee meeting for August 2020

OLD BUSINESS

NEW BUSINESS

ANNOUNCEMENTS

ADJOURNMENT

As there was no further business, the meeting adjourned at 2:30 p.m.

NEXT REGULAR MEETING: December 16, 2020

Respectfully submitted,
Melissa Lane
Administrative Coordinator

Kristi Wright
Recording Secretary